

# **SOUTHINGTON BOARD OF EDUCATION**

## **SOUTHINGTON, CONNECTICUT**

### **REGULAR MEETING**

**JUNE 27, 2013**

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The regular meeting of the Southington Board of Education was held on Thursday, June 27, 2013 at 6:30 p.m. in the Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut.

**1. CALL TO ORDER**

**2. EXECUTIVE SESSION FOR SCHOOL SAFETY ~ 6:30 P.M.**

An Executive Session meeting was held 6:33 p.m. through 7:04 p.m. (*Minutes attached*).

**3. BOARD RECOGNITIONS ~ 7:00 P.M.**

At 7:07 p.m., in Celebration of Excellence, the Board recognized the following honorees:

**SOUTHINGTON HIGH SCHOOL ALL-STATE ATHLETES**

|   |   |
|---|---|
| Football  | Stephen Barmore, Zachary Maxwell  |
| Girls Soccer  | Erica Kosienski   |
| Girls Volleyball 1 <sup>st</sup> Team Class LL            | Corinne Horanzy, Danielle Kaminsky  |
| Boys Volleyball   | Jeffrey Kolb, Alexander Zajda, Daniel Connolly  |
| Cheerleading – Academic All-State:                        | Jillian Pesce   |
| Girls Basketball – Academic All-State                     | Meaghan Chapman   |
| Gymnastics – All-State 1st Team:                          | Kayla Nati, Alexandra Rothstein   |
| Gymnastics – All-State 2 <sup>nd</sup> Team:              | Sarah Leahy, Marilyn Sporbert   |
| Gymnastics – Academic All-State 1 <sup>st</sup> Team:     | Erin Malone   |
| Ice Hockey - All-State Division III 1 <sup>st</sup> Team: | William Thompson  |
| Ice Hockey - All-State Division III 2 <sup>nd</sup> Team: | Justin Rose   |
| Wrestling – Academic All-State:                           | Zachary Maxwell, Zachary Bylykbashi, Zachary Murillo, Nathan Solomon, Austin Sullivan |
| Softball:   | Jordyn Moquin, Sydney Ferrante, Rachel Harvey   |
| Baseball:   | Brett Susi  |
| Baseball – Academic All-State:                            | Andrew Goralski   |

The students were presented with a Certificate of Excellence from Mr. Goralski, Board Chairman, assisted by Mr. Eric Swallow [Athletic Director] and Ms. Helen Crowley [Assistant Principal].

**4. RECONVENE MEETING ~ REGULAR SESSION ~ 7:30 P.M.**

The regular session was reconvened at 7:30 p.m. by Chairperson, Mr. Brian Goralski. Board members present were Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana and Mrs. Patricia Queen. Absent was Mrs. Terri Carmody.

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent; Mrs. Sherri DiNello, Director of Business and Finance; and Dr. Perri Murdica, Director of Pupil Personnel Services.

There were approximately 10 people in the audience.

## **5. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Leon Peschel, former student representative who was in the audience.

## **6. APPROVAL OF MINUTES ~ June 13, 2013**

**MOTION:** by Mrs. Notar-Francesco, seconded by Mrs. Clark:

**“Move to approve the Board of Education minutes of June 13, 2013, as submitted.”**

**Motion carried unanimously by voice vote.**

## **7. COMMUNICATIONS**

### **a. Communications from Audience**

Mr. Thomas Eng, 63 Mandel Drive, spoke as a parent of a student identified as gifted whom he felt will not be receiving a challenged education next year due to the elimination of the SOAR program for the most academically gifted and talented students (*Attachment #1*). He asked the Board of Education to reinstate a program for those who have been identified as gifted and talented in Grades 3-12.

### **b. Communications from Board Members and Administration**

#### **Communication from the Board Members:**

Mr. Goralski requested a consensus of the Board regarding cancelling the July 11, 2013 Board of Education meeting due to a light agenda and Board members not being able to attend. If cancelled, the next Board meeting would be August 15, 2013.

Mrs. Johnson was concerned with the time span between meetings if they cancel the July meeting. She would like to have updates throughout the summer from administration. She asked if it was possible to have another meeting the beginning of August in addition to the August 15 meeting. Mrs. Notar-Francesco suggested cancelling the July 11 meeting and, if the Superintendent had anything that needed to be addressed, Mr. Goralski would call a special Board of Education meeting. Mrs. Johnson preferred a planned meeting that everyone could schedule on their calendars, which could be cancelled if there was nothing pressing. Mr.

Goralski wished to stay with the planned calendar that the Board agreed on over one year ago. However, because there are no agenda items for July, he favored canceling the July 11 meeting. Mr. Derynoski agreed with Mrs. Johnson and did not want to wait until August 15, especially if there was something that needed Board action, which did not leave much time before the start of school.

Dr. Erardi noted that the Board is always kept abreast of staffing, enrollment and programming. He will hold onto the August 1, 2013 date and around July 11, if there is concern on the Board or administration's part regarding holding a meeting, he will then inform the Board of a meeting. He felt that they were at a terrific starting point right now regarding enrollment.

Mr. Goralski summarized that the consensus was to cancel the July 11 meeting and pencil in their calendar August 1, 2013, but it is not an official meeting. If a special meeting is necessary on August 1, 2013, they will be informed. Dr. Erardi will continue his weekly updates, the sub-committee minutes will continue to be shared with the Board, and if there is something pressing a special meeting will be called.

Mrs. Lombardi asked for follow-up from administration on the following:

- Applied Behavior Analysis Program: In March, the Board asked for a plan on the measurement of this program. She noted that also of critical importance was to hire an administrator to supervise this program. She asked for a report on these items in August. Dr. Erardi replied that it would be part of the August agenda.
- Bring Your Own Device: In March, the Board talked about surveying the teachers on how this was working. She asked to see results on this. Dr. Erardi replied that when Mrs. Karen Veilleux [Technology Director] returns from vacation he will have an update to the Board regarding this survey on or before August 1, 2013.
- Because of 26: On June 15, the Because of 26 program was held. She thanked the community and everyone who was involved for presenting an amazing program. Mrs. Lombardi distributed knitted butterflies to the Board members.

#### **Communication from Administration:**

Dr. Erardi reported on the following:

1. Class Size Update: Dr. Erardi provided the Board with a June 27 elementary school class size grid. He noted that, if they started school tomorrow, the school district would be in terrific shape. The Board will have the opportunity to review the number of changes that take place during the summer because centralized registration is ongoing.
2. Hiring Update: Dr. Erardi noted that the concern was the need to hire three outstanding world language teachers this summer.
3. "Big Bets" Initiative: Dr. Erardi noted that this is a new term that will be used in the district in the 2013-2014 school year. He has asked every administrator to respond to him on or before June 28 on what their "Big Bet" is for next year. The question was, "How will they go forward and end with a successful year knowing that they accomplished...what?" He asked the administrators not to focus this question on the survival of Teacher Evaluation in 2013-2014. He planned to put the "Big Bets" of the administrative team together, which will become part of the

Administrative Institute and what will be done to support the site level administrators.

4. JAD / JFK Office Relocation: Dr. Erardi announced that the DePaolo Middle School administration will be moved to Hatton Elementary School and the Kennedy Middle School administration has moved to South End Elementary School.
5. 2011-2012 Student Representative – Leon Peschel: Dr. Erardi asked Leon Peschel, former student representative, to speak on his transition from Southington High School to the University of Connecticut.

Mr. Peschel gave a candid talk on how the Southington Public Schools prepared him for higher education. He thought that he was very well prepared when he arrived at UConn. He did not feel that he needed to attend the guidance meetings at UConn that are held to ensure a smooth transition. He stated that he felt very prepared and took more than the minimum of classes. He noted that other Southington High School students did the same thing and did exceptionally well too. To be more specific, he felt that the Advanced Placement classes at the high school prepared him with an element of independent study going into college, which he thought was the key to his success at college. He felt that independent study needed to be stressed and expanded upon along with self-accountability. Mr. Peschel felt that his English classes at Southington High School prepared him with the level of writing, which was far beyond what was required of him during his freshman year at college. He felt very prepared in his writing skills because it is one of the most important things that a student can have in college. Mr. Peschel explained that he was pursuing a dual degree in finance and international relations.

Mrs. Johnson asked if he learned time management skills in high school that were transferable to college. Mr. Peschel replied that having the opportunity for extra-curricular activities was incredibly helpful. He thought that the Board had done a great job recognizing accomplishments in extra-curricular activities and that it should be continued to be encouraged. He felt that at Southington High School he had enough academic work balanced with extra-curricular that transferred to his college experience.

Mrs. Clark asked what Mr. Peschel thought that the Board of Education could do better in preparing the students for college. Mr. Peschel responded that was hard to answer because what makes college so different was the student's own motivation. Everything at college is basically on your own and at your own will. He felt what would help students transition from high school into college was facing problems that are not necessarily easy to solve and taking the students out of their comfort zone. At college, the students have to teach themselves. There has to be an emphasis on homework not just being busy work and that homework is learning outside of the classroom. He felt that the students who are able to teach themselves and get themselves through the frustrating problems are the ones who are able to succeed. He thought that the teachers at Southington High School do an amazing job at being available to the students after school.

Mrs. Queen asked Leon if he felt that homework should not be graded and that homework was work that a student does on their own. Mr. Peschel replied that in an ideal world you would not want to have homework graded and students would magically do it and do exceptionally well on all their tests. He stated that this was not realistic and was not realistic in college either because most students do not do their homework if it is not required. He thought that there should be a balance between grading homework on whether it is done or not and grading it on whether or not a student learns the material.

Mr. Goralski thanked Leon for his advice and wisdom and welcomed him to return at any time to share his thoughts. He congratulated Leon for becoming an Eagle Scout.

Dr. Erardi reported that two years ago the Board received well over \$325,000 from Mrs. Genevieve Thalberg in conjunction with the estate of her deceased husband, Reuben E. Thalberg, who is the namesake of the elementary school. Today, in order to completely closeout the trust, he was handed a check for well over \$22,000 to be designated for technology in the middle schools and high school. Mr. Goralski stated that Mrs. Thalberg was very generous and noted that not only did she donate the land for the school building named after her husband, but she has also updated the technology in the entire school district.

Mrs. Johnson noted that the offices of the two middle schools were relocating to two elementary schools. She asked if the telephone numbers were going to be the same as the middle schools or revert to the elementary school phone number. Mrs. DiNello replied that administration was in the process of reprogramming the automated attendant so a caller to the middle schools will be informed that the office has temporarily relocated to Hatton or South End School along with that school's phone number. Mrs. Johnson asked if the phones could just be call forwarded. Mrs. DiNello replied that phones are not under her direction and that she was trying to do her best to address the issues in the absence of staff members. Mr. Goralski thought that the school system had Cox Communications for the phone lines and asked that, when the phone expert returns, they look into call forwarding.

Mrs. Notar-Francesco thought that the South End School enrollment numbers for Kindergarten were low and questioned if the numbers included the Open Choice anticipated seats. Mrs. Smith replied that they did not. Mrs. Johnson asked when those numbers would be available. Mrs. Smith responded no later than August 1, 2013.

## **8. COMMITTEE REPORTS**

### **a. Policy and Personnel Committee Meeting ~ June 17, 2013**

Mrs. Clark reported that the committee discussed the job description for the Accounting / Purchasing Manager and made a few changes based on suggestions by Board members who were not on the committee, whom she thanked. The committee also discussed their future meeting dates for 2013-2014 so they can hold their meetings on a regular basis and post on the calendar. The Board will be taking action on the Accounting / Purchasing Manager job description later on the agenda.

## **9. OLD BUSINESS**

### **a. Town Government Communications**

Mr. Goralski reported that there was nothing to share at this time.

### **b. Construction Update**

Dr. Erardi stated that Mr. Cox was on vacation and asked him to report that both DePaolo and Kennedy Middle School bids for the sub-contracting work have come in to the good of both projects. The staging is in place and the work has begun. Both of the middle schools'...

administration and staff were very appreciative for the half days that allowed them to prepare for the first day of on-site construction. Last week was the formal groundbreaking for both projects.

Mr. Goralski, who is a member of the Public Building Committee, added that DePaolo Middle School was four days ahead of schedule as of Tuesday and that the demolition was going exceedingly well at both buildings. He noted that, when the Building Committee awarded all the contracts, they were currently \$1.1 million under budget.

Mr. Derynoski was concerned regarding the demolition work and the point before the beginning of school when the demolition stops and they have to start putting things back in place for the schools to be ready to open on time. Mr. Goralski replied he would bring that up at the next Public Building Committee.

Mrs. Johnson questioned the fall sports at the middle schools and how they would be accommodated with the construction. Dr. Erardi replied that all sports have been relocated to different fields and all the fall sports in both buildings have been accommodated. Mrs. Johnson asked who will be paying the transportation costs for this. Dr. Erardi replied that the Board of Education will be picking up the cost. It will be one-way, with the school district transporting and parents picking up the student athletes.

- c. Administrator Evaluation Plan Update**
- d. Teacher Evaluation Plan Update**

Mrs. Smith reported that the Administrator Evaluation Plan team has met four times and will meet again on August 13, 2013. They have learned that there are four categories in which all administrators with the 092 certificate will be judged. The categories include:

1. Leadership Practice
2. Stakeholder Feedback
3. Student Learning
4. Teacher Effectiveness

Mrs. Smith explained that, when all four categories are added up, they will equal 100%; although, not all categories are equal. The Leadership Practice will represent 40%, Stakeholder Feedback 10%, Student Learning 45% and Teacher Effectiveness 5%. At the end of the year, there is a summative review which is the end of year rating and based upon scores in those four categories. The combination of categories Leadership Practice and Stakeholder Feedback equal 50% of the summative rating. The combination of Student Learning and Teacher Effectiveness will equal the other 50% of the summative rating.

Mrs. Smith explained that at the end of the year the administrators will be ranked similarly to teachers. The ranking will be in categories of exemplary, proficient, developing and below standard. There is a numerical representation for administrators as well as teachers. If an administrator is responsible for other administrators, then the calibration of weight of categories is different. Mrs. Smith noted that this plan is very closely aligned to the Teacher Evaluation Plan.

Mr. Smith reported that July 8-11, 2013 there will be a four-day workshop at CREC in Hartford that some of the committee members will be attending. The workshop will be

presented by Connecticut Association of Schools (CAS) employees who have been trained to go into the RESCs and do professional development for administrators.

Mr. Oshana asked if there would be feedback during the year so at the end of the year no one is shocked. Mrs. Smith replied that there is a fall goal-setting target date, and then no later than mid-year (December-January) there is another face-to-face individual meeting to titrate how they are doing with the goals. The goals are student learning objectives similar to what the teachers have as well. There will be three formal face-to-face opportunities. She noted that they will be working with the technology program, BloomBoard, which is free for one year. Through that software program, communication from the administrator to evaluator and teacher to evaluator will be ongoing.

Mr. Oshana stated that in the mid-year evaluation there would be a goal review. He asked if at that point there would be a follow-up on the four categories. Mrs. Smith replied that there would be follow-up because she and Dr. Erardi will need to do a certain number of formal and informal observation of every administrator similar to what administrators are doing for teachers. They will have conducted some (not all) of their required evaluations of administrative staff that will be calibrated and they would be giving feedback immediately and then a mini-summative mid-year.

Mrs. Lombardi asked if there would be self-evaluation in the process. Mrs. Smith replied that self-evaluation is very much a part of it because there is also a professional objective. Mrs. Lombardi asked if the committee was addressing what is required for development if a person is rated in a lower category and needs remedial or developmental assistance. Mrs. Smith replied there was nothing in-depth yet. She hoped that it would be part of their training at the workshop. She noted that there is an intensive assistance plan and a special assistance plan that they will be following that currently exists. Mrs. Smith shared that, if there should be a staff member who at the end of this school year finds themselves in the below standard or needing special assistance or intensive assistance, then they automatically carry-over into the new school year beginning as a developing teacher.

Mr. Goralski clarified that Board members do not have any formal role in the evaluation of anyone other than the Superintendent of Schools. He thought that it was important to get the updates to the items that Mr. Oshana and Mrs. Lombardi brought up because the Board has to justify the need for the labor as these are very labor-intensive projects. He felt that they are going to need staff to do this right. This is an enormous amount of work and the state put this upon them by mandating it.

Dr. Erardi explained that the present practice of the Board of Education for hiring administrators who have evaluation responsibilities is to interview the three best candidates administration recommends. With the new SEED teacher evaluation, every administrator in the district is now an evaluator, which means that all the coordinators would go before the Board for hiring. Mr. Goralski stated that, before the Board takes on the responsibility for hiring coordinators, he would want to discuss it at the committee level and talk about it as a Board. He felt that the current practice will not change because of the responsibility change and that it would have to go through committee.

Mr. Oshana noted that one of the things the Board will be talking about at their next meeting is the current assessment regarding time taken out of the classroom. He thought that it

was horrible how teachers are pulled out of the classroom for a variety of reasons. He noted that the Teacher Evaluation process that starts next year will add to it and take a significant time out of the classroom. He felt that they will have to start monitoring how much time the teachers are being pulled out for this. He thought that it was critical.

Mrs. Smith added that one of the recommendations from the state that both she and Dr. Erardi endorse is the idea of collegial visits as the best way to provide in-house professional development, which requires time out of the classroom to visit a colleague who is instructing. She noted that, on one hand, they are being told that they have to give supportive professional development and on the other hand there is the time study issue.

Mr. Oshana agreed that the one-on-one, peer-to-peer activity, regardless of what business someone is in, cannot be beat and is wonderful to be able to do. The thing he would hate to see is a classroom being sent to the cafeteria because there is no one to cover the class.

Mrs. Queen noted the master teacher concept that was discussed in the budget process and questioned how that would weave into what they are talking now. Dr. Erardi stated that they would have that discussion again in November.

## **10. NEW BUSINESS**

### **a. 2012-2013 Annual Report ~ School Resource Officer**

Dr. Erardi reported that the Board of Education has worked in partnership with the Southington Police Department for 16 years. He noted that Officer Don MacKenzie was finishing his first year as the Resource Officer at Southington High School. The practice of the Police Chief is to rotate the School Resource Officer every two years.

Mrs. Notar-Francesco noted that on Officer MacKenzie's report he hoped to reduce the total number of arrests by working with students and faculty next year. She congratulated him for being proactive. She noted that arresting students could change their young lives and anything that they can do to help prevent this going forward was welcomed.

Mrs. Lombardi thanked Officer MacKenzie for all that he does. She asked him who he counseled as an informal counselor and what the process looked like. He responded that he had an open door policy for students and offered a place for them to vent. It is student initiated, and he listens and tries to give guidance. He noted that he was not a counselor. He felt that he is putting out fires by talking to students if they are having a bad day. He noted that it was a lot different than 20 years ago when he was in high school because the students have social media, such as Facebook and Twitter, right at their fingertips and everybody is talking about somebody.

Mrs. Queen remarked that at the All-Night Graduation Party she saw many students going up to Officer MacKenzie and he was congratulating them on their success and graduating. She witnessed some of the relationships that he clearly has established with the students.

Mrs. Johnson noted in his report that he wanted the opportunity to guest lecture in more classes. She asked him what it is he talks about when he lectures. Officer MacKenzie replied he lectured in health classes on drug and alcohol related topics, and in Psychology classes on how

he would deal with people with mental disorders and meeting people at the worst possible time in their life. In Civic classes, he would talk about the search and seizure laws.

Mr. Goralski thanked Officer MacKenzie and stated that the Board has zero tolerance for drugs, alcohol and violence in our schools and that the officer played a big role in reminding the students of the consequences of bad choices.

**b. Overnight / Out-of-State and Foreign Field Trips Approval**

Mrs. Smith noted that the Spring Vacation is April 14-18, 2014. She invited Dr. Adina Alexandru, World Language Chair, to the podium to answer any questions from the Board.

Dr. Alexandru explained that the Spanish exchange trip started two years ago. It was offered this year and she planned to offer it again next school year with the same school, which is a Catholic school outside of Madrid. In the first year, there were 10 students who traveled and in the second year, 12 students. If it is approved, they will offer it in early September 2013. Last year, the Spanish exchange was followed by the French exchange for the first time. There were 18 students who traveled to France, and they are expecting 20 French students to come to Southington on October 10-20, 2013. She has applied for the French exchange to be repeated the following year during the April 2014 vacation. The trip that has been added to these well-established exchanges is the Italian exchange because of the interest by the students taking Italian. About two years ago, an exchange was established with a school in Florence with the students exchanging e-mails and now they are ready to travel to each other's country. The planning for these trips is similar to what has happened in the past.

Mrs. Notar-Francesco noted that there was a discrepancy on the Italian trip: in one place on the form it indicates April 9 as the departure date and in another place it states April 10. Dr. Alexandru replied that it was the same for all the trips because the airplane leaves on April 9 and arrives on April 10 due to the time difference.

Mr. Derynoski noted that the trips were the week of the April vacation, plus three school days. He thought that these trips were wonderful, but it seemed each year a day was added and detracts from classroom time for other subjects. Dr. Alexandru emphasized the fact that the students were attending school in Italy, France and Spain, along with the students of those countries and learning math and other subjects. She thought that it was a learning experience for the students to see how math was taught abroad compared to Southington. She pointed out that they were not tourists, they were actually students abroad. All the students take the assignments that are given to them ahead of time by the teachers at Southington High School and complete them during that time.

Mrs. Lombardi noted the VoiceThread technology seemed to be Dr. Alexandru's method for every trip to report out as a project for students. She asked if it was altered based on the level of the language proficiency of the students. Dr. Alexandru replied that VoiceThread was a platform of recording and posting student narratives or dialogues that they record abroad. This year, every student who went on the French trip was given a mini-recorder and was assigned to have dialogue with the people who were hosting them or in school so they can record authentic voices. The level of the language is based on the dialogue that they are having with the person whom they are interviewing. Mrs. Lombardi asked if the writing and literature of the culture was integrated into that project. Dr. Alexandru replied that they are striving for language students to

develop speaking more than writing. Mrs. Lombardi was looking at the career aspect after high school because what is lacking is the reading and writing of forms that are being converted to other languages. Dr. Alexandru thought that it was a good idea to be integrated into the program.

Mrs. Clark questioned why the Spanish students coming to Southington would be going to the middle schools. Dr. Alexandru replied that, when they travel, they are asked to see the entire educational system. In Spain and France, the high school starts in Grade 7 through 12. The age level is completely different than here, so she thought that it was a good idea for the Spanish exchange to travel to the middle schools and elementary schools here because our students are given the opportunity to learn about their school system when they go to those countries. The Spanish students follow their host for several days and then are given the opportunity to visit the middle school.

Mr. Goralski asked that for consistency the dates on the forms be the date that they leave the United States and return to the United States so that all dates will be reflected consistently. Mrs. Notar-Francesco pointed out that on the Italian trip in the right-hand corner the date of trip is listed as April 10-21 and the departure date states that they are leaving on April 9. Mrs. Notar-Francesco asked Mrs. Smith if she approved the field trips because she signed the forms, but did not date or check off the box that they were approved.

Mrs. Queen thanked Dr. Alexandru for providing these extraordinary educational experiences for the students. Mr. Goralski loved the enrichment that goes both ways.

Mr. Derynoski asked how many of Southington's staff will be traveling. Dr. Alexandru replied two employees who would require substitutes.

Coach Derek Dion stated that the Wrestling team will be attending a two-day regional tournament in Lowell, Massachusetts on December 27 and 28 when school is not in session.

Dr. Erardi stated that the Board of Education has the right to rescind any trip up to and through departure and, if the Board does rescind approval, it is at no cost to the Board of Education. If the Board cancels the trip, all staff must report to work.

**MOTION:** by Mrs. Lombardi, seconded by Mrs. Queen:

**“Move to approve the SHS Wrestling Team overnight trip and the three student exchange trips to Spain, Italy and France with the caveat that the Board has the right to withdraw approval of the foreign trips up to the day of the trip with no cost incurred by the Southington Board of Education and all other stipulations as stated by the Superintendent of Schools.”**

**Motion carried unanimously by voice vote.**

**c. Job Description ~ Accounting / Purchasing Manager**

**MOTION:** by Mrs. Clark, seconded by Mrs. Notar-Francesco:

**“Move to approve the job description for Accounting / Purchasing Manager, formerly entitled Purchasing Agent, as recommended by the Policy & Personnel Committee.”**

**Motion carried unanimously by voice vote.**

**d. Compensation for 2013-2014 Unaffiliated Employees (*After Executive Session*)**

**e. Evaluation of Superintendent of Schools 2012-2013 and Compensation 2013-2014 (*After Executive Session*)**

**11. EXECUTIVE SESSION FOR COMPENSATION FOR 2013-2014  
UNAFFILIATED EMPLOYEES, EVALUATION OF SUPERINTENDENT OF  
SCHOOLS 2012-2013 AND COMPENSATION 2013-2014**

**MOTION:** by Mr. Derynoski, seconded by Mrs. Clark:

**“Move that the Board go into Executive Session, excluding the public and the press, for the purpose of discussing Compensation for 2013-2014 Unaffiliated Employees, Evaluation of Superintendent of Schools 2012-2013 and Compensation 2013-2014, and upon conclusion reconvene to public session.”**

**Motion carried unanimously by voice vote.**

The regular Board meeting adjourned at 8:50 p.m.

Respectfully submitted,

*Linda Blanchard*  
Recording Secretary

**SOUTHINGTON BOARD OF EDUCATION  
SOUTHINGTON, CONNECTICUT**

**EXECUTIVE SESSION #1**  
**JUNE 27, 2013**

**Board Members Present:** Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mr. Brian Goralski.

**Board Members Absent:** Mrs. Terri Carmody.

**Administration Present:** Dr. Joseph V. Erardi, Jr., Superintendent of Schools.

**Others Present:** Gina LaPorte and Daniel LaPorte.

**1. CALL TO ORDER**

Mr. Brian Goralski, Board Chairperson, called the meeting to order at 6:33 p.m.

**2. EXECUTIVE SESSION FOR SCHOOL SAFETY**

**MOTION:** by Mr. Derynoski, seconded by Mrs. Clark:

**“Move that the Board go into Executive Session, excluding the public and the press, for the purpose of discussing School Safety, and upon conclusion reconvene to public session.”**

**Motion carried unanimously by voice vote.**

*The Board went into Executive Session at 6:33 p.m.*

**MOTION:** by Mrs. Clark, seconded by Mr. Oshana:

**“Move to reconvene into public session.”**

**Motion carried unanimously by voice vote.**

*The Board exited Executive Session and recessed at 7:04 p.m.*

Respectfully submitted,



Jill Notar-Francesco, Secretary  
Southington Board of Education

**SOUTHINGTON BOARD OF EDUCATION  
SOUTHINGTON, CONNECTICUT**

**EXECUTIVE SESSION #2  
JUNE 27, 2013**

Mr. Brian Goralski, Board Chairperson, called the Executive Session to order at 9:02 p.m.

**Board Members Present:** Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mr. Brian Goralski.

**Board Members Absent:** Mrs. Terri Carmody.

**Administration Present:** Dr. Joseph V. Erardi, Jr., Superintendent of Schools.

**MOTION:** by Mr. Derynoski, seconded by Mrs. Clark:

**“Move that the Board go into Executive Session, excluding the public and the press, for the purpose of discussing Compensation for 2013-2014 Unaffiliated Employees, Evaluation of Superintendent of Schools 2012-2013 and Compensation 2013-2014, and upon conclusion reconvene to public session.”**

**Motion carried unanimously by voice vote.**

*Dr. Erardi left the Executive Session meeting at 9:45 p.m.*

**MOTION:** by Mr. Oshana, seconded by Mrs. Johnson:

**“Move to reconvene into public session.”**

**Motion carried unanimously by voice vote.**

*The Board reconvened into public session at 10:37 p.m.*

**d. COMPENSATION FOR 2013-2014 UNAFFILIATED EMPLOYEES**

**MOTION:** by Mr. Derynoski, seconded by Mrs. Notar-Francesco:

**“Move to approve the salary increases for non-union personnel as listed on the attached grid, including adjustments to health plan design and contributions and modifications as appropriate to employment agreements.”**

**Motion carried unanimously by voice vote.**

**e. EVALUATION OF SUPERINTENDENT OF SCHOOLS 2012-2013 AND  
COMPENSATION FOR 2013-2014**

**MOTION:** by Mr. Derynoski, seconded by Mrs. Clark:

**“Move to increase the Superintendent’s salary by 2.3%, and approve a new three-year contract, effective July 1, 2013, with modifications.”**

**Motion carried unanimously by voice vote.**

The Board of Education agreed that on Monday, July 1, 2013 Mr. Goralski would issue a press release on behalf of the Board regarding the Superintendent’s evaluation.

**12. ADJOURNMENT**

**MOTION:** by Mr. Oshana, seconded by Mrs. Clark:

**“Move to adjourn.”**

**Motion carried unanimously by voice vote.**

*The Board adjourned at 10:41 p.m.*

Respectfully submitted,

A handwritten signature in black ink, reading "Jill Notar-Francesco". The signature is written in a cursive, flowing style.

Jill Notar-Francesco, Secretary  
Southington Board of Education

Non Union Salary  
Board of Education Approved 6-27-13  
7/1/13-6/30/14

| POSITIONS                            | 2012-13<br>ADOPTED  | 2013-14<br>ADOPTED  | \$<br>INCREASE | %<br>INCREASE |
|--------------------------------------|---------------------|---------------------|----------------|---------------|
| <b>CERTIFIED ADMINISTRATORS</b>      |                     |                     |                |               |
| ASSISTANT SUPERINTENDENT             | \$143,600           | \$ 147,908          | \$ 4,308       | 3.0%          |
| DIRECTOR OF BUSINESS AND FINANCE     | \$117,995           | \$ 120,709          | \$ 2,714       | 2.3%          |
| <b>CLASSIFIED ADMINISTRATORS</b>     |                     |                     |                |               |
| OPERATIONS DIRECTOR                  | \$100,912           | \$ 103,233          | \$ 2,321       | 2.3%          |
| TECHNOLOGY DIRECTOR                  | \$92,817            | \$ 94,952           | \$ 2,135       | 2.3%          |
| SUPERVISOR of BLDG & GRDS            | \$81,108            | \$ 82,973           | \$ 1,865       | 2.3%          |
| PERSONNEL MANAGER                    | \$72,835            | \$ 74,510           | \$ 1,675       | 2.3%          |
| <b>OTHER STAFF</b>                   |                     |                     |                |               |
| TECHNOLOGY ANALYSTS                  | \$46,570 - \$61,457 | \$46,570 - \$62,993 | \$0 - \$1,536  | 2.5%          |
| (lead tech analyst) stipend          | \$ 2,060            | \$ 2,112            | \$ 62          | 2.5%          |
| SOFTWARE SPECIALIST                  | \$47,839            | \$27 per hour       |                |               |
| TECHNOLOGY ASSISTANT                 | \$13.00             | \$ 13.33            | \$ 0.33        | 2.5%          |
| AUDIO VISUAL TECHNICIAN              | \$50,392            | \$ 51,652           | \$ 1,260       | 2.5%          |
| PAYROLL SUPERVISOR                   | 26.91               | \$ 27.58            | \$0.67         | 2.5%          |
| MAINTENANCE FOREMAN                  | \$65,778            | \$ 67,422           | \$ 1,644       | 2.5%          |
| <b>SECRETARIAL</b>                   |                     |                     |                |               |
| EXECUTIVE ADMINISTRATIVE ASSISTANT   | \$31.84             | \$ 32.64            | \$0.80         | 2.5%          |
| EXEC SECRETARY: ASST. SUPERINTENDENT | \$25.90             | \$ 26.55            | \$0.65         | 2.5%          |
| EXEC. SECRETARY: DIR BUS & FIN.      | \$25.90             | \$ 26.55            | \$0.65         | 2.5%          |
| <b>PART TIME CERTIFIED STAFF</b>     |                     |                     |                |               |
| SUMMER SCHOOL DIRECTOR               | \$5,906             | \$ 6,009            | \$103.36       | 1.75%         |
| JUMP START DIRECTOR                  | \$4,303             | \$ 4,378            | \$75.30        | 1.75%         |
| CONT. EDUCATION DIRECTOR             | \$12,116            | \$ 12,328           | \$212.03       | 1.75%         |

Non Union Salary  
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7/1/13-6/30/14

| POSITIONS                                 | 2012-13<br>ADOPTED | 2013-14<br>ADOPTED | \$<br>INCREASE | %<br>INCREASE |
|---|--------------------|--------------------|----------------|---------------|
| <b>OTHER STAFF</b>                        |                    |                    |                |               |
| BOARD MEETING SECRETARY                   | \$23.78            | \$ 24.37           | \$0.59         | 2.5%          |
| SUBSTITUTE SERVICE                        | \$12,750           | \$ 13,069          | \$ 319         | 2.5%          |
| PT. TIME CUSTODIAN                        | 13.81- 14.24       | 13.81 - 14.60      | \$0 - .36      | 2.5%          |
| SCHOOL PHYSICIAN                          | \$11,750           | \$ 12,020          | \$270.25       | 2.3%          |
| MATRONS                                   | \$15.16            | \$ 15.54           | \$0.38         | 2.5%          |
| CROSSING GUARDS                           | \$15.47 PER SHIFT  | \$15.86 PER SHIFT  | \$0.39         | 2.5%          |
| PART TIME CLERKS                          | 14.68 - 18.17      | 14.68 - 18.62      | \$0 - .45      | 2.5%          |
| ESY/ JUMPSTART AIDES                      | 8.10 - 8.86        | 8.10 - 9.08        | \$0 - .22      | 2.5%          |
| ESY/JUMPSTART PARAS (non union)           | 10.93 - 12.71      | 10.93 - 13.03      | \$0 - .32      | 2.5%          |
| SUBSTITUTE PARAS                          | \$10.00            | \$ 10.25           | \$0.25         | 2.5%          |
| SUBSTITUTE CUSTODIANS                     | \$13.50            | \$ 13.84           | \$0.34         | 2.5%          |
| SUBSTITUTE NURSES                         | \$19.02            | \$ 19.50           | \$0.48         | 2.5%          |
| SUBSTITUTE SECRETARIES                    | \$12.00            | \$ 12.30           | \$0.30         | 2.5%          |
| TUTORS- MATH & LITERACY                   | 12.91 - 13.69      | 12.91 - 14.03      | \$0 - .34      | 2.5%          |
| ELL TUTORS                                | 13.00 - 17.96      | 13.00 - 18.41      | \$0 - .45      | 2.5%          |
| HALL MONITORS DES                         | 10.00              | \$ 10.25           | \$0.25         | 2.5%          |
| SUBSTITUTE TEACHERS                       | \$70 DAY           | \$70 DAY           | \$0.00         | 0.0%          |
| NON UNION LPN                             | 20.11              | \$ 20.61           | \$0.50         | 2.5%          |
| <b>FUNDED OUTSIDE OF OPERATING BUDGET</b> |                    |                    |                |               |
| FOOD SERVICE DIRECTOR                     | 61,392             | \$ 62,804          | \$1,412        | 2.3%          |
| SECY/BOOKEEPER LUNCH                      | 23.36              | \$ 23.94           | \$0.58         | 2.5%          |
| FOOD SERVICE CLERK                        | 11.30              | \$ 11.58           | \$0.28         | 2.5%          |
|   |                    |                    |                |               |
|   |                    |                    |                |               |
| EARLY CHILDHOOD COLL. - DIRECTOR          | 37,246             | \$ 38,177          | \$ 931         | 2.5%          |
| EARLY CHILDHOOD COLL. - PROGRAM COORD.    | 16.89              | \$ 17.31           | \$0.42         | 2.5%          |

NON UNION HEALTH PREMIUM SHARE COPAY

ADOPTED 6-27-13

|       | Union           |          |        |
|-------|-----------------|----------|--------|
|       | Administrator's | Teachers | AFSCME |
| 08-09 | 17.0%           | 14.0%    | 8.5%   |
| 09-10 | 18.0%           | 15.0%    | 10.5%  |
| 10-11 | 19.0%           | 17.5%    | 10.5%  |
| 11-12 | 19.0%           | 17.5%    | 10.5%  |
| 12-13 | 20.5%           | 19.0%    | 11.5%  |
| 13-14 | 22.0%           | 20.0%    | 13.5%  |

|                        |         |            |            |           |
|------------------------|---------|------------|------------|-----------|
| 2012-2013 Prescription | co-pays | \$5/25/40  | \$5/25/40  | \$5/25/40 |
| 2013-2014 Prescription | co-pays | \$10/30/50 | \$10/25/40 | \$5/25/40 |

ASSISTANT SUPERINTENDENT  
DIRECTOR OF BUSINESS  
OPERATIONS DIRECTOR

INCREASE 20.5% TO 22%  
INCREASE 20.5% TO 22%  
INCREASE 20.5% TO 22%

TECHNOLOGY DIRECTOR  
SUPV BLDG & GROUNDS  
PURCHASING AGENT  
PERSONNEL MANAGER

INCREASE 19.5% TO 20.5%  
INCREASE 17.5% TO 18.5%  
INCREASE 17.5% TO 18.5%  
INCREASE 17.5% TO 18.5%

ALL OTHER UNAFFILIATED

INCREASE 11.5% TO 13.5%

|                              | Follow SAA | Follow SEA | Follow AFSCME |
|------------------------------|------------|------------|---------------|
| CURRENT PRESCRIPTION COPAYS  | \$5/25/40  | \$5/25/40  | \$5/25/40     |
| PROPOSED PRESCRIPTION COPAYS | \$10/30/50 | \$10/25/40 | \$5/25/40     |
| OFFICE VISITS                | \$30       | \$30       | \$25          |

**Salutation**

Good evening members of the Board, Superintendent, Dr. Erardi, Assistant Superintendent, Mrs. Smith, faculty, staff, and fellow Southington residents!

**Concept Definition: Gifted and Talented**

The Connecticut State Department of Education, in the Special Education Section (10-76a-2), defines "Gifted and Talented," and I quote,

"Gifted and talented" means a child identified by the planning and placement team as  
(1) Possessing demonstrated or potential abilities that give evidence of very superior intellectual, creative or specific academic capability and  
(2) Needing differentiated instruction or services beyond those being provided in the regular school program in order to realize their intellectual, creative or specific academic potential.

The term shall include children with extraordinary learning ability and children with outstanding talent in the creative arts as defined by these regulations.

Connecticut General Status 10-76a

So there are two parts, they have been identified as having something and they have been identified as needing something. They have a gift and they need special education.

**Approach to Special Education of Gifted and Talented**

By acknowledging unique education required to satisfy a student with extraordinary learning ability, educators should recognize that to provide appropriate curriculum and instruction, it is not merely more of the same and it is not merely extra-curricular.

**Unacceptable Approaches:**

**1) Not Merely More.** Similar to a child with a learning *disability*, the child with learning *exceptionality* needs special education. Requiring the child to do twice the homework, to read extra books, act as tutors, or to do "busy work" while the teacher focuses on those still coming to grasp with the material can result in unchallenged, bored, and frustrated students, who develop bad study habits and subsequently low achievement and grades. *Imagine being required to practice addition, when you already known multiplication.* More is not a solution.

**2) Not Merely Extra-Curricular.** The sustaining protein of a challenging education is what most students crave and receive during their school day. No student should be forced to endure bread and water for 6 hours, with the promise of receiving real food during hours 7 and 8, while their peers enjoy the liberty to pursue karate, soccer, or whatever. *Imagine being required to choose between baseball and math club. Imagine requiring a learning disabled student to pass the time until being appropriately challenged.* Wait-until-later-to-learn is not a solution.

**3) Not Merely AP Courses in High School.** Also, children identified as Gifted and Talented and needing special education in the 3<sup>rd</sup> grade, should not be made to wait until grades 11 and 12 to be appropriately challenged within the normal school hours.

I had the privilege to meet with Dr. Erardi and Mrs. Smith, both of whom I believe to be supporters of properly educating Southington's top 5%, and we brainstormed a number of enrichment ideas.

### **Acceptable Approaches:**

**1) Training and Resources.** Teachers need training on how to identify and educate highly able students. Gifted and Talented students need teachers and resources which challenge them through advanced work, more rigor, and higher-level thinking. If on-site resources or funds are inadequate, students could be bused to a central location where shared resources are present.

**2) Personalized Learning.** Allowing students to participate in independent study is a good approach but it also requires supervision / guidance.

**3) Community / Partnership Mentoring.** Involving the community is a great way to build cohesiveness between the education system and industry. It does not require an instructor to become a subject matter expert and teach, rather, it requires an administrator / talent coordinator to facilitate. This type of program includes volunteers.

### **Closing**

In order for "each student" to "achieve their personal best," as the Vision 2020 Strategic School Planning objective states, or, as the Southington High School Core Beliefs for All Classes states, "have access to" "rigorous and relevant course content," "quality instruction that is differentiated," and "authentic and challenging tasks that stimulate them to be active, life-long learners," then the Town of Southington Board of Education needs to reinstate a program/service for those who have been identified as Gifted and Talented for grades 3 - 12.

I thank you for your attention and time.

Respectfully submitted,

H. Thomas Eng

*Southington parent of student identified as gifted and not serviced.*